

INCENTIVE PLAN CHANGE TEMPLATE

Name Leon ShahinianPosition Senior Investment Officer / Alternate Investment Management**Part A: Addition of Performance Measure**

Recommend the following Performance Measure be added to the Incentive Plan:

Weight	Factor	Performance Measure	Incentive Schedule
1%	Inflation Linked Asset Class – Coordination to Launch the New Asset Program	<u>Inflation Linked Asset Class:</u> <ul style="list-style-type: none"> • Team with other asset classes to develop and implement the new asset class; develop and present Infrastructure and Forestland policies and present to Investment Committee and Investment Policy Subcommittee. • Assist the ILAC team in identifying resources required for implementation and in securing such resources through the administrative processes. • Oversee the portfolio management of Infrastructure and Forestland assets originated in Real Estate prior to their transfer to the ILAC. • Work with ILAC team and investment and fiscal operations team members to move and account for assets and assist in the maintenance of investments until permanent staff is secured. • Provide consultative services to the ILAC team members on external managers, investment opportunities, and policies affecting Infrastructure and forestland investments. 	From Schedule

Reason for addition: Assisting with the launching of the new Inflation Linked Asset Class (ILAC).

Part C: Modification of Performance Measure

Recommend the Performance Measure(s) listed below be modified as indicated:

Description in Current Incentive Plan:

Weight	Factor	Performance Measure	Incentive Schedule
55%	AIM Program Performance vs. AIM Benchmark	Total AIM portfolio investment performance vs. Venture Economics young fund median return benchmark for measured time period. Identifiers: N/A – performance and benchmark compiled quarterly by Wilshire	Median = 0 Median +150 = 1 Median +250 = 1.5

Proposed description (changes shown in **bold**):

Weight	Factor	Performance Measure	Incentive Schedule
54%	AIM Program Performance vs. AIM Benchmark	Total AIM portfolio investment performance vs. Venture Economics young fund median return benchmark for measured time period. Identifiers: N/A – performance and benchmark compiled quarterly by Wilshire	Median = 0 Median +150 = 1 Median +250 = 1.5

Reason for proposed change: Assisting with the launching of the new Inflation Linked Asset Class (ILAC).